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5/17/2013  
V102H

**UNION PROPOSAL #1 – TRAINING**

City Counterproposal:

**ARTICLE 11 BENEFITS**

**11.7 Training**

11.7.1 The City and the Union recognize the importance of continuing education and the diverse training needs of the employees represented by the Association of Engineers and Architects. Therefore, the City shall endeavor to provide employees a minimum of twenty-four (24) hours of training per fiscal year. This goal will be accomplished through trainings mandated by Departments and the City and attendance at industry specific conferences related to an employee's position, as approved by the Department Director or designee.

11.7.2 The Union may make recommendations regarding training needs and advise department management and the Union/City Committee of specific training opportunities.

